

THE TABLEAU HR SCORECARD: MEASURING SUCCESS IN TALENT MANAGEMENT

1.INTRODUCTION:

1.1Overview

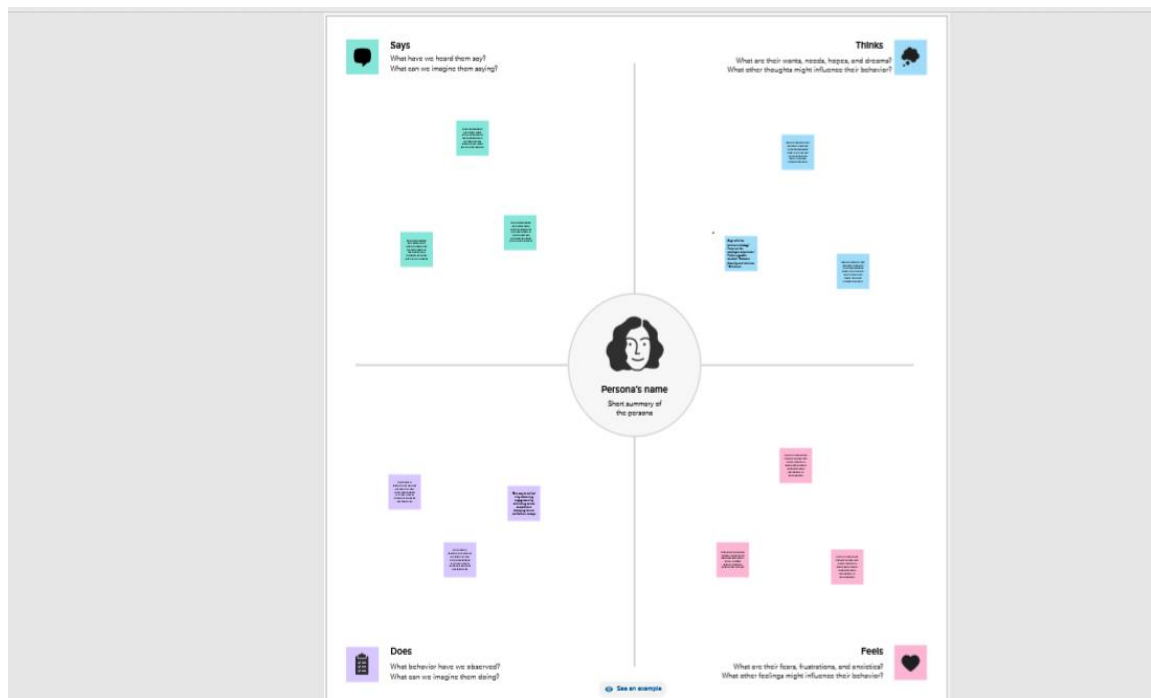
In the ever-evolving landscape of modern business, an organization's success is intricately linked to the effectiveness of its talent management strategies. Attracting, nurturing, and retaining top talent is a critical factor for achieving sustainable growth and competitive advantage. The Tableau HR Scorecard is a powerful instrument that helps organizations track and optimize their human resources practices.

1.2 purpose

The primary purpose of the Tableau HR Scorecard is to provide human resources professionals, organizational leaders, and stakeholders with a structured and data-driven approach to assess, monitor, and improve talent management practices. This tool allows organizations to gain valuable insights into their talent management processes, enabling them to make informed decisions and align their human capital strategy with their business objectives.

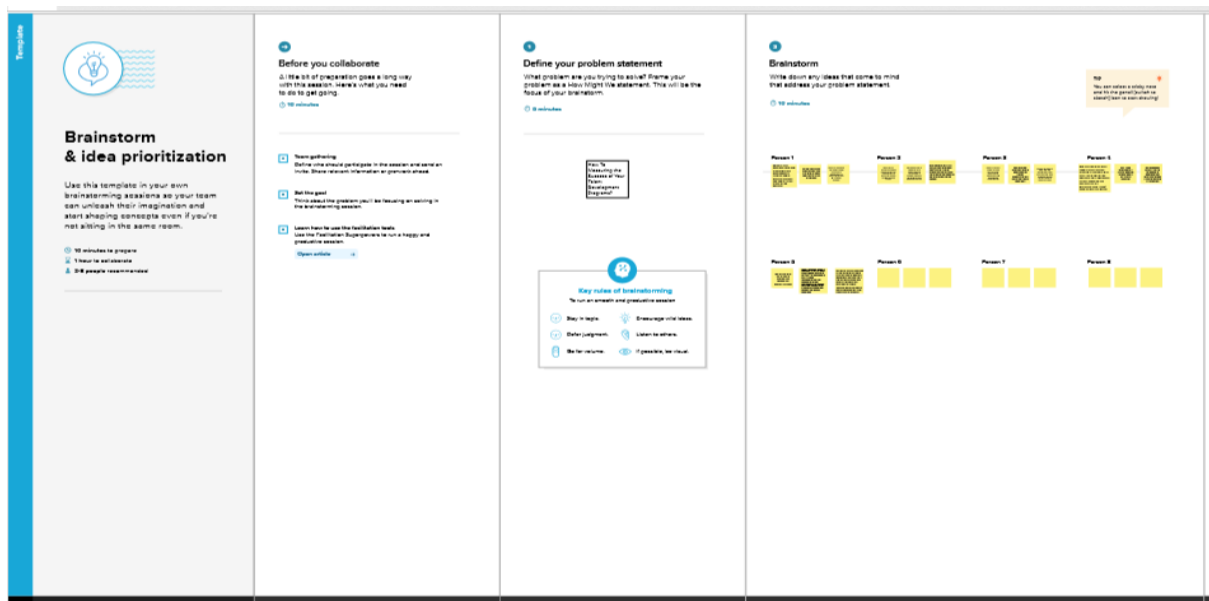
2.PROBLEM DEFINITION & DESIGN THINKING

2.1 Empathy map



Paste the empathy map screenshot

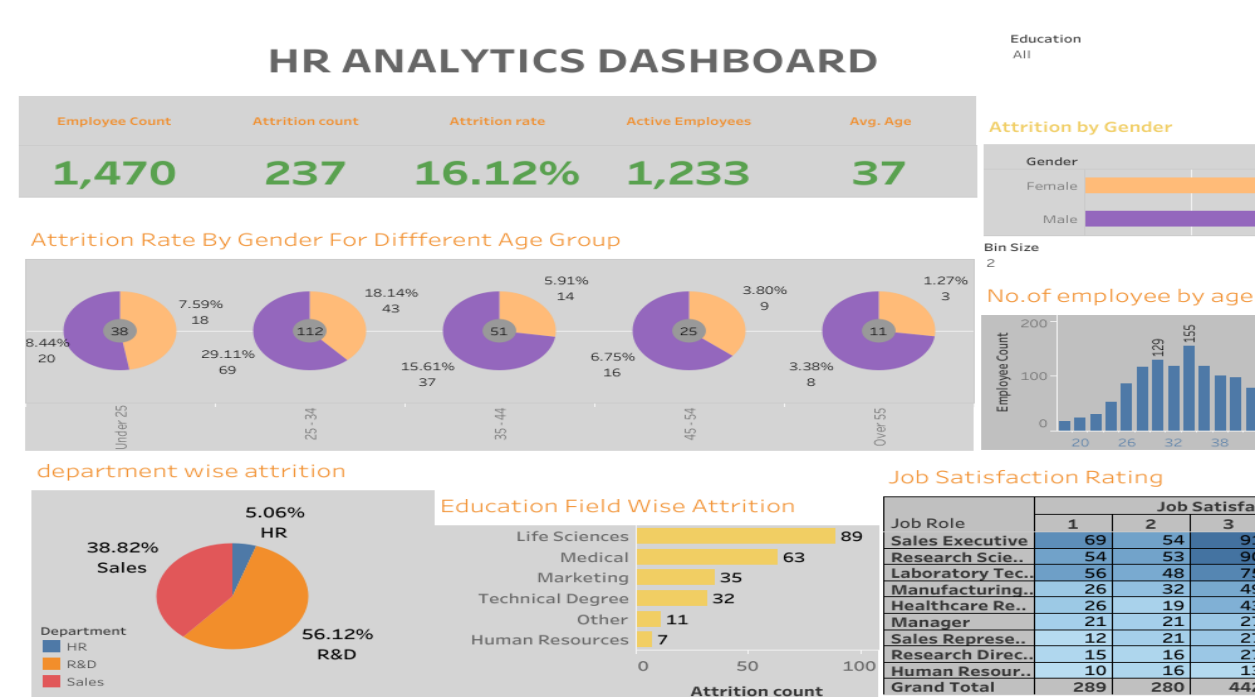
2.2 IDEATION & BRAINSTROMING MAP



Paste the ideation & brainstorming map screenshot

3 RESULT

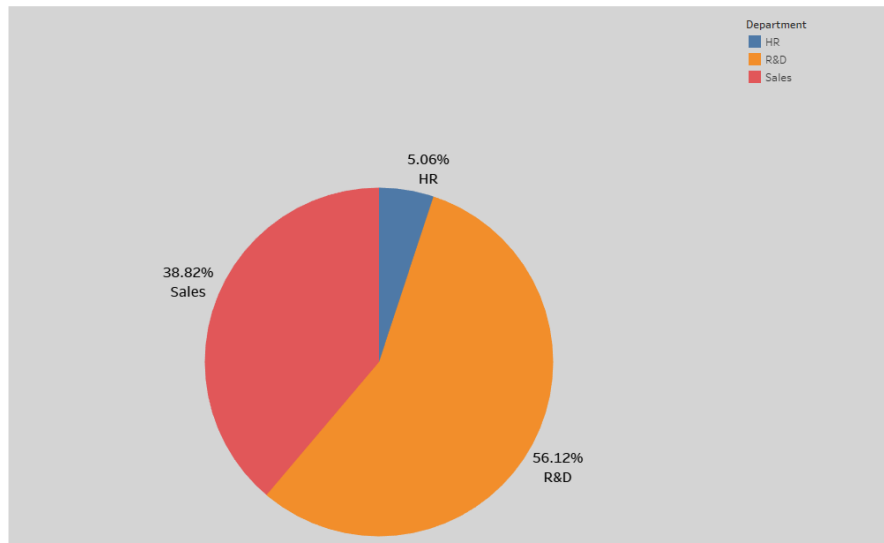
DASHBROARD 1



STORY

HR Analytics Storyline

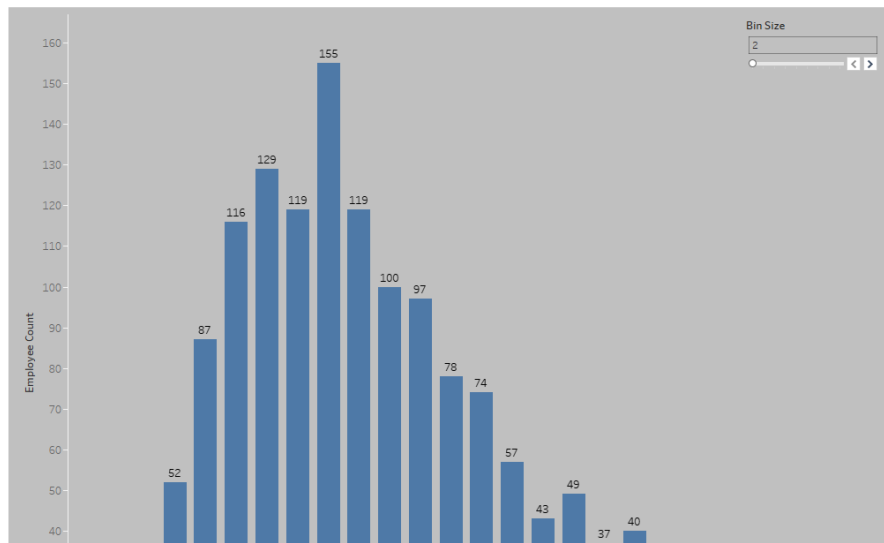
R&D department has the highest no. of attrition rate i.e. 56.12% as compared to other departments.
 The highest no. of employees i.e. are employed at age of 33.
 Employees are expected to be satisfied in sales executive position.
 Most of the attrition occurs in the field life sciences.



Department Wise Attrition | Number of Employees By Age G... | Job Satisfaction Rating | Education Field wise Employee ... | Attrition by Gender | Attrition Rate By Gender For Diff... | Dashboard 1 | Story 1

HR Analytics Storyline

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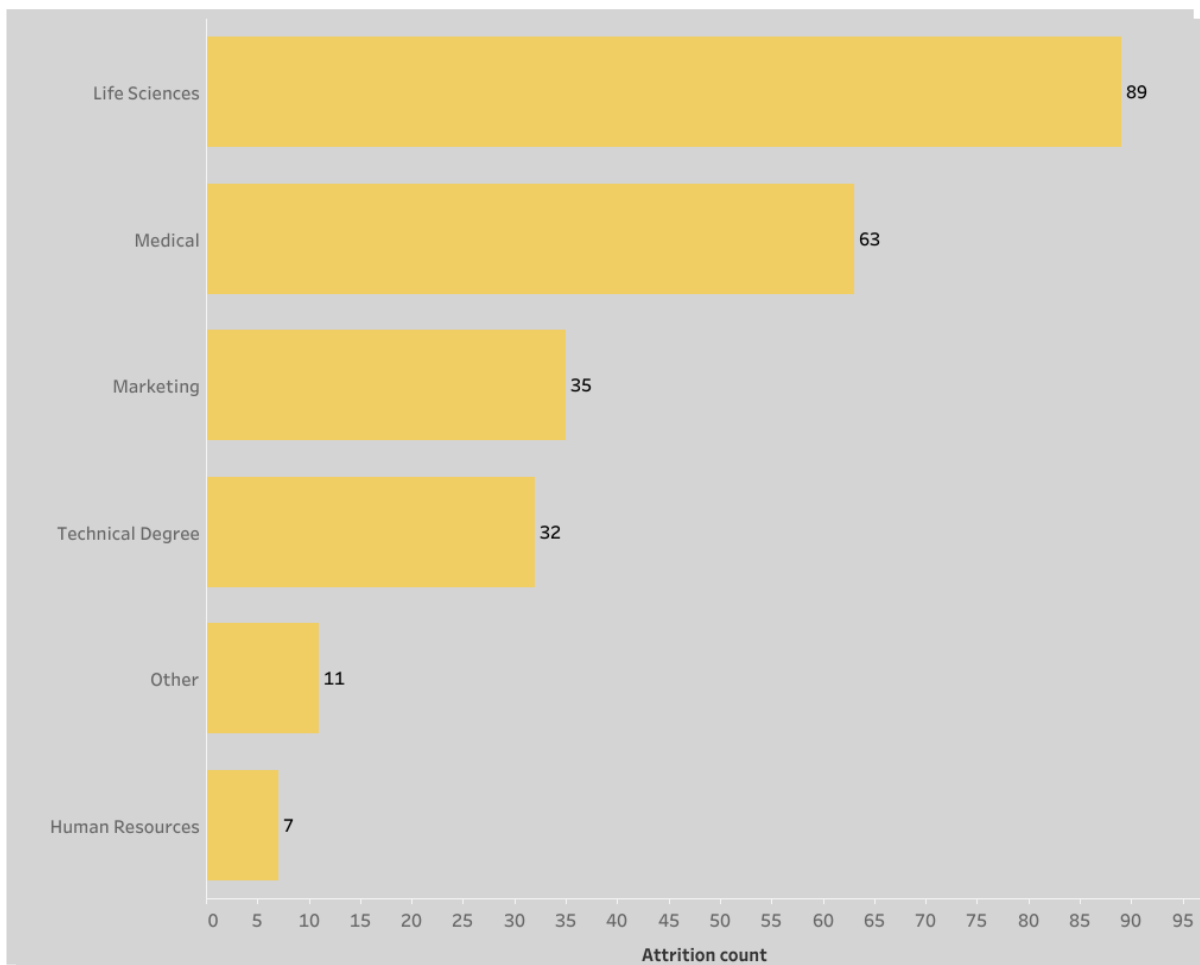
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Job Role	Job Satisfaction				Grand Total	Employee Count
	1	2	3	4		
Sales Executive	69	54	91	112	326	10 112
Research Scientist	54	53	90	95	292	
Laboratory Technician	56	48	75	80	259	
Manufacturing Director	26	32	49	38	145	
Healthcare Representative	26	19	43	43	131	
Manager	21	21	27	33	102	
Sales Representative	12	21	27	23	83	
Research Director	15	16	27	22	80	

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4.ADVANTAGES & DISADVANTAGES

4.1 Advantages:

1. **Data Visualization:** Tableau is known for its powerful data visualization capabilities. The HR Scorecard allows HR professionals to create interactive and visually appealing dashboards that make it easy to understand and communicate complex HR metrics.
2. **Real-time Monitoring:** The scorecard can be designed to pull data from various HR systems and databases, enabling real-time monitoring of key HR metrics. This can help HR teams identify trends and make quick, data-driven decisions.
3. **Customization:** Tableau provides a high degree of customization, allowing HR professionals to tailor the scorecard to their organization's specific needs. This means you can include metrics and KPIs that are most relevant to your business.

4.2 Disadvantages:

1. **Implementation Complexity:** Setting up the Tableau HR Scorecard may require a significant initial investment in terms of time, resources, and training. Implementing the tool and integrating it with existing HR systems can be complex.
2. **Data Quality:** The accuracy and reliability of HR metrics depend on the quality of data fed into the system. If data is incomplete, outdated, or inconsistent, it can lead to misleading conclusions and decisions.
3. **Cost:** Tableau is a premium tool, and the cost of licensing and maintenance can be relatively high for smaller organizations. This cost factor can be a barrier to adoption for some companies.

5Applications:

1. **Data Visualization:** Use Tableau to create dynamic and interactive data visualizations such as charts, graphs, and dashboards to represent the KPIs. This can include line charts to track trends over time, bar charts to compare different metrics, and heatmaps to identify areas of concern.

2. **Benchmarking:** Compare your organization's HR and talent management KPIs with industry benchmarks or best practices to gain insights into areas where improvement is needed.
3. **Segmentation:** Break down the data by various segments, such as departments, teams, job roles, or locations, to identify where specific HR and talent management initiatives may be needed.
4. **Drill-Down Capabilities:** Tableau allows users to drill down into data, allowing HR professionals to explore data at a granular level to identify root causes of issues or opportunities for improvement.
5. **Trend Analysis:** Analyze historical data to identify trends in talent management and HR performance, helping to predict future needs and challenges.

6. Conclusion:

1. **Alignment with Organizational Goals:** The HR Scorecard encourages organizations to align their talent management efforts with their overall business objectives. This alignment is crucial for ensuring that HR activities contribute to the organization's success.
2. **Clear Performance Metrics:** By defining clear and specific performance metrics, the HR Scorecard enables organizations to track and measure their progress in talent management. This promotes transparency and accountability.
3. **Data-Driven Decision-Making:** Data is at the heart of the HR Scorecard, allowing HR professionals to make informed decisions and adjustments based on the results. Data-driven insights can help identify areas of improvement and areas of strength.
4. **Continuous Improvement:** The Scorecard promotes a culture of continuous improvement in talent management. Organizations can use the data to identify best practices and make changes to underperforming areas.
5. **Customization:** Every organization is unique, and the HR Scorecard can be tailored to suit specific needs and goals. This flexibility makes it a versatile tool for a wide range of organizations.

In conclusion, the Tableau HR Scorecard provides a holistic approach to measuring success in talent management. By using this framework, organizations can gain valuable insights, improve their HR practices, and ultimately drive better business results. It's a tool that supports strategic decision-making, fosters a culture of continuous improvement, and ensures that talent management remains a top priority within the organization.

7 future scope

1. **Data Analytics and AI Integration:** As HR technology evolves, it will incorporate advanced data analytics and artificial intelligence (AI) to provide more in-depth insights. Machine learning algorithms can help identify trends and correlations in HR data that may not be apparent through traditional analysis.
2. **Real-time Data:** The future of HR scorecards will likely include real-time data updates. This allows organizations to make more informed decisions quickly and adapt their talent management strategies as needed.

the future scope of the Tableau HR Scorecard and similar tools will involve a continued evolution toward more data-driven, real-time, and predictive systems. They will adapt to address changing workforce dynamics, organizational goals, and ethical considerations while playing a crucial role in helping organizations optimize their talent management strategies.